

Main Social Initiatives

For details regarding the main initiatives being carried out, please refer to ESG Report 2021.
https://www.mitsui-fudosan.co.jp/english/corporate/esg_csr/

Human Rights Initiatives

Policy

The Mitsui Fudosan Group respects basic human rights and complies with the laws and regulations concerning worker's rights in each country where we conduct business.

Basic Approach to Human Rights

The Mitsui Fudosan Group complies with the laws and regulations of each country and region in which we conduct business activities.

- (1) We will eliminate all discrimination on the grounds of race, nationality, religion, sex, age, disability, or sexual orientation.
- (2) We will not tolerate any form of harassment, including sexual harassment or abuse of power.
- (3) We will not permit child labor or forced labor.
- (4) We respect freedom of association and the right to collective bargaining.

We also support and respect the basic rights for workers set out in the ILO Declaration on Fundamental

Principles and Rights at Work and the UN's Guiding Principles on Business and Human Rights. Furthermore, we pursue methods to ensure that basic human rights are respected in countries and regions that do not adhere to internationally-recognized basic human rights.

Initiatives for Raising Human Rights Awareness

Mitsui Fudosan has established a Code of Employee Conduct with regard to human rights. We are also building a Group-wide framework for respecting human rights by establishing the internal Fair Employment Screening and Human Rights Awareness Raising Promotion Committee and organizing Fair Employment Screening and Human Rights Awareness Raising Liaison Conferences with each Group company. Additionally, we are continuously working to improve understanding and awareness regarding human rights through initiatives such as holding human rights awareness training for all Mitsui Fudosan employees.

Supply Chain Management

In consideration of our social responsibility to provide solutions and services for business and lifestyles, as well as the expectations of society and stakeholders, the Group has formulated Sustainable Procurement Standards in order to expand ESG initiatives across our supply chains and contribute to realizing a sustainable society. We published these standards on our website in December 2018 and

have notified our main business partners. The standards include items to be complied with or actively promoted by both the Mitsui Fudosan Group and its business partners. We share these standards within the Group to build and operate an ordering and contract process in line with the nature of our business, and also notify and request the understanding of our business partners.

Mitsui Fudosan Group Sustainable Procurement Standards

1. Compliance with Laws and Regulations, etc.	<ul style="list-style-type: none"> • Comply with laws and regulations of the countries in which business is undertaken, international treaties and social norms 	
2. Respect for Human Rights Related to Labor	<ul style="list-style-type: none"> • Respect for basic human rights, freedom of association and collective bargaining rights • Pay at least minimum wage and ensure health and safety • Do not engage in child labor or forced labor • Reduce excessive overtime work and prevent overwork 	<ul style="list-style-type: none"> • Ban discrimination and ensure equal opportunity for workers • Comply with countries' laws and regulations and standards in relation to the aforementioned items when conducting business
3. Secure Corporate Ethics	<ul style="list-style-type: none"> • Engage in fair and just trade • Disclose corporate information in a timely manner • Avoid business with anti-social forces • Prevent corruption and do not engage in bribery 	<ul style="list-style-type: none"> • Build an internal reporting system • Show consideration for the protection of those making internal reports
4. Ensuring Quality	<ul style="list-style-type: none"> • Strive to ensure achievement and improvement of necessary levels of quality 	
5. Consideration for the Environment	<ul style="list-style-type: none"> • Strive to reduce resource use including energy, CO₂ emissions and water use, etc. • Manage and reduce in an appropriate manner contaminated substances and generation of waste materials 	<ul style="list-style-type: none"> • Show consideration for biodiversity • Preserve the environment, including the aforementioned items
6. Information Security	<ul style="list-style-type: none"> • Handle appropriately and protect confidential information and personal information 	
7. Risk Management	<ul style="list-style-type: none"> • Build a risk management framework for accidents and disasters 	